

## JOB DESCRIPTION

### FIELD CROPS RESEARCHER

<b>DOCUMENT REVISION HISTORY</b>		
<b>Version</b>	<b>Date</b>	<b>Description of Change</b>
<b>1.0 (final)</b>	01/03/2021	Version edited and validate by CEO and HoR
<b>0.2</b>	25/02/2021	Draft edited by Principal Crops Researcher and Senior Crops Researcher
<b>0.1</b>	23/02/2021	Drafted by Principal Crops Researcher

**THE ORGANIC RESEARCH CENTRE****OUTLINE JOB DESCRIPTION**

**Job Title:** Field Crops Researcher (Grade 6)  
**Responsible to:** Principal Crops Researcher (Grade 8)

**To undertake the role requirements of a researcher as set out on the following pages and specifically within the context of organic and low-input cropping systems, as specified below.**

1. Carry out research in the fields of agronomy and ecology, as part of the Crops Research Team, and potentially contribute to research projects in other ORC research areas<sup>1</sup>. The core trial programme focuses on understanding and developing more sustainable methods for organic and low-input cereal production, by integrating varietal evaluation, cropping systems surveys and management innovations, mainly but not exclusively as part of the LiveWheat<sup>2</sup> project. As such, specific duties will include the following:
  - 1.1. To engage with a network of farms and selected trial sites in England and Wales, and with relevant stakeholders in the seed and food supply chain,
  - 1.2. To be responsible for the day-to-day delivery of ORC's field-based crops and soils research including experimental setup, farmers interviews, cereal agronomy, weed and disease assessments, soil assessment and sampling, soil and/or plant samples processing,
  - 1.3. To generate, manage and curate research datasets,
  - 1.4. To conduct literature reviews and database searches.
2. To support the Senior Staff within the Crop diversity and agronomy research area:
  - 2.1. Assist with data analysis and results interpretation
  - 2.2. Contribute to research output, for publication in scientific journals, project reports, conference proceedings and technical farming press, arising from the research programme
  - 2.3. Assist with development of project proposals and with expanding the scope of current research,
  - 2.4. Ensure day-to-day delivery of participatory research and Knowledge Exchange activities,
  - 2.5. Present the programme and its findings at farmer events, scientific conferences, and meetings and other appropriate events.
  - 2.6. Organise appropriate events to disseminate information from the programme,
  - 2.7. Prepare information for the ORC Bulletin, website, social media etc ,
  - 2.8. Supervise as appropriate students and interns related to the programme , ensuring they are aware of their duties and responsibilities , and they develop to achieve their greatest potential within their role at ORC .

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<sup>1</sup> Crop diversity and agronomy, Animal husbandry, Healthy and sustainable food systems, Business and Markets, Agroforestry. See also <https://www.organicresearchcentre.com/research/>

<sup>2</sup> Farm-based organic variety trials network "LiveWheat". See also <https://www.organicresearchcentre.com/our-research/research-project-library/farm-based-organic-variety-trials-network/>

3. To represent the programme and ORC at conferences, meetings and shows, within the UK and internationally.
4. Ensure that effective routes of communications are established and maintained with the Team Leader and other members of the team.
5. Develop an awareness of relevant research in other institutes and develop own skills, knowledge and understanding.
6. Undertake training to be able to continue meeting the requirements of this role and develop your potential as a member of ORC staff.
7. Provide other information and support or undertake other activities as required by the Director, including responsibilities not listed above that may be allocated in the Annual Business Plan and/or agreed as part of annual appraisals.
8. Participate in the Staff, Research and other team meetings as appropriate, and generally contribute positively to the life and work of the Centre as a whole.

### Personal Specification of Field Crops Researcher

Attribute	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• BSc (at least 2.1) in Agricultural/ Biological/ Ecological sciences or equivalent experience</li> </ul>	<ul style="list-style-type: none"> <li>• Training in plant ecology, crop science, agronomy</li> <li>• Postgraduate qualifications</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Research experience in at least two of the following:               <ul style="list-style-type: none"> <li>- arable crop production,</li> <li>- plant breeding,</li> <li>- cropping systems,</li> <li>- plant ecology,</li> <li>- soil science</li> </ul> </li> <li>• Designing and implementing field trials and surveys</li> <li>• Statistical methods and their application</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of farm environment</li> <li>• Agroecology</li> <li>• Participatory research</li> <li>• Advice or consultancy</li> <li>• Data management</li> <li>• Knowledge of combinable crops quality and processing, including e.g. milling and breadmaking</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• Excellent knowledge of Excel and tools for archiving of numerical and qualitative data</li> <li>• Good organisational skills</li> <li>• Computer literate with Windows and MS office</li> <li>• Good communication skills both written and oral, in a variety of styles</li> <li>• Good understanding of statistical methods and their application</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to generate analysable datasets from real-world, complex contexts, as opposed to standard experiments in controlled conditions</li> <li>• Understanding and experience of R statistics package</li> <li>• Good observational skills, plant identification, crop pests and diseases identification</li> </ul>
Personal qualities	<ul style="list-style-type: none"> <li>• Self-motivated</li> <li>• Independent and able to work alone and as part of a team</li> <li>• Enthusiastic and flexible</li> <li>• Able to contribute to the wider activities undertaken by ORC</li> </ul>	<ul style="list-style-type: none"> <li>• Interest in organic farming, food systems, agroecology and the environment</li> <li>• Interest in working directly with farmers</li> </ul>
General ability	<ul style="list-style-type: none"> <li>• Willingness and ability to travel where and when needed in the UK, in particular extensive travel to farms across England (mostly West and East Midlands and East Anglia) and Wales will be required</li> </ul>	
Additional requirements	<ul style="list-style-type: none"> <li>• Clean full driving licence</li> <li>• Willingness to work additional hours at peak times</li> </ul>	

ACTIVITIES	GENERIC ROLE REQUIREMENTS
<b>1 Communication</b>	<p>Write up research work for publication</p> <p>Deal with routine communication using a range of media</p> <p>Communicate complex information, orally, in writing and electronically</p> <p>Preparing proposals and applications to external bodies, e.g. for funding and contractual purposes</p> <p>Communicate material of a specialist or highly technical nature</p>
<b>2 Teamwork and motivation</b>	<p>Work with colleagues on joint projects, as required</p> <p>Collaborate with colleagues on areas of shared research and knowledge transfer interest</p> <p>Attend and contribute to relevant meetings</p>
<b>3 Liaison and networking</b>	<p>Liaise with colleagues, students/interns, co-operating producers/research partners and others</p> <p>Build internal contacts and participate in internal networks for the exchange of information and to form relationships for future collaboration</p> <p>Build external contacts and join external networks to share information and identify potential sources of funds</p>
<b>4 Service delivery</b>	<p>Contribute to the production of research bids, aimed at meeting the funders' requirements</p>
<b>5 Decision making</b>	<p>Make decisions on matters affecting own research projects</p> <p>Contribute to collaborative decision making with colleagues in areas of research</p>
<b>6 Planning and organising resources</b>	<p>Manage own research and administrative activities, with guidance if required</p> <p>Use research resources, laboratories and workshops as appropriate</p> <p>Plan and manage own research activity in collaboration with others</p>
<b>7 Initiative and problem solving</b>	<p>Deal with standard problems and help colleagues resolve their concerns about progress in research</p> <p>Resolve problems of meeting research objectives and deadlines</p> <p>Develop ideas for generating income and promoting research area</p> <p>Develop ideas for application of research outcomes</p>
<b>8 Analysis and research</b>	<p>Develop research objectives and proposals for own or joint research</p> <p>Conduct individual and collaborative research projects</p> <p>Use new research techniques and methods</p> <p>Use initiative and creativity to identify areas for research, develop new research methods and extend the research portfolio</p>

<b>9 Sensory and physical demands</b>	Sensory and physical demands will vary from relatively light to a high level depending on the discipline and the type of work  Carry out tasks that require the learning of certain skills
<b>10 Work environment</b>	Balance with help the competing pressures of research and administrative demands and deadlines  Is required to be aware of the risks in the work environment and their potential impact on their own work and that of others
<b>11 Pastoral care and welfare</b>	Show consideration to others
<b>12 Team development</b>	Carry out induction and provide support to new members of the team
<b>13 Knowledge transfer/ learning support</b>	Contribute to the organisation and content of knowledge transfer events/ short courses relevant to areas of research activity and specialist knowledge  Be involved in the assessment of student/intern knowledge and supervision of projects  Assist in the development of student/intern research skills
<b>14 Knowledge and experience</b>	Continually update knowledge and understanding in field or specialism  Translate knowledge of advances in the subject area into research activity  Possess sufficient breadth or depth of specialist knowledge in the discipline and of research methods and techniques to work within established research programmes  Engage in continuous professional development  Understand equal opportunity issues as they may impact on areas of research content